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Suggested Changes to the Agenda Drafts on  
the Competitive Promotion Program

The following changes or additions in the Competitive Promotion Regulation and Handbook were suggested by Council Members during recent discussions with representatives of the Office of Personnel, and are presented for Council consideration:

25X1A

[REDACTED] - Competitive Promotion *dk*

(1) Recognition of Personal Rank Assignments controlled by the Career Service Staffing Authorizations should result in the rescission of Regulation [REDACTED] Temporary Assignment, Without Change in Grade, which establishes a 1% of ceiling limitation on this type of assignments.

25X1A

Section 2c - p.2.

*dk*

This section will be amended to provide that existing Career Boards and Panels may be utilized as Competitive Evaluation Panels providing their composition of personnel meets the requirements of the Regulation. Additionally, a statement will be included providing that the grade groups of personnel evaluated by each Panel could be established by the Head of the Career Service. Thus, one Panel could, where practicable, be responsible for all levels of personnel in the range GS-7 through GS-14, or three or more Panels could be used with specified grade levels of personnel allocated to each.

Section 2f - p.2.

*dk*

(2) This section should be amended to permit personal rank assignments to result from promotions only when the individual is promoted under the competitive evaluation procedures specified in the Regulation.

Section 3a - p.3.

*dk*

(4) The last paragraph should be amended to provide that personal rank assignments will be for a specified maximum period of time as agreed to by the Director of Personnel, the Head of the Career Service, and the Head of the Component concerned.

Section 4c(1) - p.5.

*no*

(5) The stated responsibility of the Director of Personnel for "ensuring compliance" with the Regulation should not be specifically emphasized in the Regulation since it is the responsibility of all officials involved to comply with the Regulation.

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Section 6a - p.6. (Procedures - Competitive Evaluation Panels)

25X1A  
In lieu of specifying that fixed grade groups of personnel will be evaluated by Intermediate and Advanced Panels, the Head of the Career Service will be permitted to establish the grade groups of personnel which will be evaluated by each Panel as well as to determine the number of Panels to be used. Further, Competitive Evaluation Panels should be permitted to utilize [REDACTED] as a guide in their operations rather than the Handbook having the status of a Regulation.

1  
Section 7.

*OK*

1 January 1958 should be specified as a target date rather than as a deadline to permit orderly and careful installation of the program.

25X1A

[REDACTED] Guide for Competitive Evaluation Panels.

*OK*

8  
III.A. - p.3. Function and Composition of Competitive Evaluation Panels.

Eliminate statement on mandatory assignment of grades GS-7 through 11 to Intermediate Panels and GS-12 through GS-14 to Advanced Panels.

9  
III.C1. - p.4. Performance

*OK*

Add to paragraph a. the statement that in addition to current and past performance of individuals, the Panels will consider the potential the individual has demonstrated for competent performance of work of the grade level to which promotion is being made.

10  
III.C4. - p.6 Length of Service

Add the statement that the nature of Agency experience and service at lower grade levels than that currently held by each employee will be evaluated as well as experience gained prior to entry with CIA.

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- 25X1A Recognition of Personal Rank Assignments controlled by the Career Service Staffing Authorizations should result in the rescission of Regulation [REDACTED] Temporary Assignment, Without Change in Grade, which establishes a 1% ceiling limitation on this type of assignments.

Section 2e - p.2.

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Section 2f - p.2.

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Section 3a - p.1.

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Section 4c(1) - p.5.

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Section 6a - p.6. (Procedures - Competitive Evaluation Panels)

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Section 7.

1 January 1958 should be specified as a target date rather than as a deadline to permit orderly and careful installation of the program.

[REDACTED] Guide for Competitive Evaluation Panels.

II.A. - p.1. Function and Composition of Competitive Evaluation Panels.

Eliminate statement on mandatory assignment of grades GS-7 through 11 to Intermediate Panels and GS-12 through GS-14 to Advanced Panels.

II.C1. - p.4. Performance

Add to paragraph a. the statement that in addition to current and past performance of individuals, the Panels will consider the potential the individual has demonstrated for competent performance of work of the grade level to which promotion is being made.

II.C4. - p.6. Length of Service

Add the statement that the nature of Agency experience and service at lower grade levels than that currently held by each employee will be evaluated as well as experience gained prior to entry with CIA.

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**Elvira:**

This went to IG but was marked on to type the  
others from..... Guess it will be o.k. for file  
copy.....

Kathy